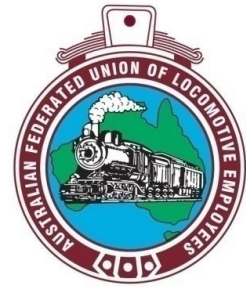


AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 83/23
Ref: AZJ LSL
15/12/2023

Aurizon Long Service Leave Backpay Update

Dear Members,

As you would be aware, the AFULE won the Long Service Leave backpay dispute lodged against Aurizon nearly a year ago relating to Traincrew with Long Service Leave accruals dating post 2009.

Late yesterday I received the following update from the business in relation to the LSL backpay dispute.

Mick

I am writing to provide you with an update on progress on the Long Service Leave (LSL) matter which related to the way in which Aurizon accrued and paid long service leave entitlements for certain employees. The issue arose because of the historical approach taken to the calculation of LSL, and the exclusion of certain allowances from that calculation.

As previously communicated, from 19 June 2023 Aurizon made the following changes in relation to LSL accruals and payments:

- For relevant train crew, any LSL accrued prior to 7 December 2009 will now have the train crew penalty allowance included in addition to the base rate of pay (all LSL accrued post-7 December 2009 already had the train crew penalty allowance included)
- For aggregate maintenance employees, any LSL accrued and paid will now include the aggregate wage allowance.

Additionally, Aurizon committed to undertake detailed analysis and backpay on any long service leave that was taken or paid over the past six years that excluded these allowances to affected current and former employees.

Back payments will comprise the difference (plus interest) between the LSL that was paid and what the LSL would have been if the relevant allowance had been included.

Current Employees

Aurizon has now completed and independently validated the analysis for current and former employees. This week Aurizon has commenced contacting affected current employees by email confirming the back-pay amount, which is expected to be made in the pay runs week commencing 18 December 2023.

Former Employees

From next week, Aurizon will start contacting affected former employees via their last known contact details (personal email addresses, postal address, phone numbers) to confirm the back-payment. To provide a streamlined and simple solution for former employees to receive their back-payments, Aurizon has established a secure pay verification portal in order to verify the identities, bank details and superannuation fund of former employees to make the required payment.

I understand, over the past few months you have spoken with a number of former employees and have been directing them to make contact with Aurizon via payrollcommunications@aurizon.com.au. Aurizon has been documenting their contact details which has further streamlined this process.

Traincrew representing Traincrew

Once we have made contact with an affected former employee, we will send them a unique link to the pay verification portal to a commence identity verification process. This process may take some time and we do not anticipate commencing payments to former employees until the new year.

If you have any further questions, please do not hesitate to contact me.

Kind regards

Although back payments have been slow off the blocks, It is pleasing to see the commencement of the backpay process with current employees with a claim to receive a bump for this Christmas and former employees with a claim to receive their monies owed early in the new year

If you have any questions or you would like more details on the above, please contact your state office on 3844 9163, email traincrew@afule.org.au or contact your local AFULE representative.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Mick', is written over a solid black horizontal line.

Mick McKitrick,
State Secretary